

# New Protections for CA Rideshare Drivers

California will be the first state to deliver a rideshare driver earnings guarantee, with modern benefits, and a historic new model for industry-wide bargaining - all while preserving drivers' flexibility.

## **Net Earnings Guarantee**

A net earnings guarantee will be created to ensure all drivers earn at least 32% above the local minimum wage plus expense reimbursement, which is a minimum of \$21 per booked hour.

- There will be no upper bound on what drivers can earn above the net earnings guarantee
- As always, 100% of rider tips will continue to go to drivers on top of the earnings guarantee

## **Rideshare Driver Benefits Fund**

Rideshare companies will fund a Rideshare Driver Benefits Fund. Rideshare drivers will determine ultimate benefits, which could include access to:

- Injured Worker Protection for all drivers across California
- Paid sick leave and paid family leave for drivers who spend 20 hours or more per week in booked rides.

## **Sectoral Bargaining**

We will establish the country's first ever sectoral bargaining process, legislating a permanent vehicle for the voice of workers and cementing the central role of organized labor across the entire industry. This framework can serve as a model to protect workers across industries and across the nation. In fact, labor leaders have [called for this exact approach](#).

The current system of individual companies reaching bargaining agreements on a company by company basis incentivizes companies to fight unionization so they are not at a competitive disadvantage. Sectoral bargaining removes this risk by ensuring that bargained-for standards apply to all workers, regardless of the company with which they work.